

Table 10. Percent of NC Hospitals Offering Specific Benefits and Cost to Employees

<i>Benefit Type:</i>	<i>Offered at no cost</i>	<i>Employee pays some or full cost</i>	<i>Not offered</i>	<i>Missing data</i>
Vacation time	97	2	0	1
Sick leave	93	2	3	2
Parking	93	2	4	1
Life insurance	63	33	1	3
Retirement plan	60	36	3	1
Continuing education and travel expenses	59	37	2	2
Disability insurance	46	51	1	2
Health insurance	20	79	1	0
Dental insurance	11	87	0	2
Employer contributions to retirement plan	48	36	14	2
Reimbursement for college tuition	39	39	21	1
Health club membership	11	37	50	2
On-site child or adult day care	1	18	79	2
Assistance with child/adult care placement	8	5	85	2

Other benefit types mentioned: employee assistance programs (4), discounts for pharmacy/health screenings/meals (4), rewards for attendance (2) health care savings accounts (2), child care savings accounts (2), birthday recognition (2), funeral / compassionate leave (2).

Recruitment and Retention activities

In addition to traditional employee benefits, there are many other techniques for recruiting and retaining personnel. In the Summer of 2000, hospitals in North Carolina reported whether or not they engaged in the types of retention activities listed in Table 11. Research has shown that nurses identify compensation, scheduling options and the intensity of work as the most important factors affecting their satisfaction with their job (Nursing Executive Center, 2000). The majority of hospitals in North Carolina were addressing the first two: 83% said they were ensuring competitive compensation and 85% allowed flexible scheduling for nursing personnel. However, few (29%) were conducting workload assessments to gauge the intensity of work at the time of the survey.